

DOCUMENT RESUME

ED 284 462

HE 020 499

TITLE Six Institutions Removed from AAUP Censure List, Four Added to List, Reducing the Total Number to 47. AAUP News Release.

INSTITUTION American Association of Univ. Professors, Washington, D.C.

PUB DATE Jun 87

NOTE 28p.

PUB TYPE Reports - Descriptive (141)

EDRS PRICE MF01/PC02 Plus Postage.

DESCRIPTORS *Academic Freedom; *College Faculty; *Employment Practices; Higher Education; *Personnel Policy; Private Colleges; State Colleges; Teacher Associations; *Tenure

IDENTIFIERS *American Association of University Professors; Catholic University of Puerto Rico; *Censure; Central State University OH; Clark College GA; Goucher College MD; Husson College ME; Jackson State University MS; McKendree College IL; Morehead State University KY; Morgan State University MD; Southern Nazarene University OK; Southern University LA; Tennessee State University; Tennessee Wesleyan College

ABSTRACT

Information on six colleges that were removed from the American Association of University Professors' (AAUP) list of censured administrations and four colleges that were added to the censured list is presented. Censure, following an investigation of a particular case, informs the academic community that the college's administration is not observing generally recognized principles of academic freedom and tenure. The authorities at the six schools agreed to reinstatement or acceptable financial payment for professors whose services were terminated in violation of these principles. They also agreed to changes in official policies to prevent future violations. The texts of the recommendations concerning censure are included for each college. The six schools that were removed from the censure list are: Southern University, Tennessee Wesleyan College, McKendree College, Goucher College, Morehead College, and Clark College. The schools that were added to the censured list are: Southern Nazarene University, Morgan State University, Catholic University of Puerto Rico, and Husson College (Maine). Additional cases that are being investigated at Jackson State University (Mississippi), Central State University (Ohio), and Tennessee State University are also discussed. (SW)

* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *

ED284462

AAUP

NEWS RELEASE

CONTACT: Iris F. Molotsky
202-737-5900

AMERICAN
ASSOCIATION
OF
UNIVERSITY
PROFESSORS

1012 Fourteenth Street, NW
Suite 500
Washington, D.C. 20005
(202) 737-5900

SIX INSTITUTIONS REMOVED FROM AAUP CENSURE LIST
FOUR ADDED TO LIST, REDUCING THE TOTAL NUMBER TO 47

Six colleges and universities were removed from the American Association of University Professors' list of Censured Administrations, a number matched only once before in AAUP history, in 1975. The institutions are:

- * Southern University (Louisiana)....censured 1968
- * Tennessee Wesleyan College:.....censured 1971
- * McKendree College (Illinois).....censured 1973
- * Goucher College (Maryland).....censured 1983
- * Morehead College (Kentucky).....censured 1983
- * Clark College (Georgia).....censured 1986

Delegates to the 73rd Annual Meeting also voted to add four institutions to the list. The total number of Censured Administrations now stands at 47. The newly-added institutions are:

- * Southern Nazarene University
- * Morgan State University
- * Catholic University of Puerto Rico
- * Husson College

Censure by the Association, following investigation of a particular case, informs the academic community that the administration of the institution is not observing the

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION
CENTER (ERIC)

- ☒ This document has been reproduced as received from the person or organization originating it.
- ☐ Minor changes have been made to improve reproduction quality.

- Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

"PERMISSION TO REPRODUCE THIS
MATERIAL HAS BEEN GRANTED BY

AAUP

TO THE EDUCATIONAL RESOURCES
INFORMATION CENTER (ERIC)."

BEST COPY AVAILABLE

2

Membership Information: 800/424-2973

HE 020 499

generally recognized principles of academic freedom and tenure issued jointly by the American Association of University Professors and the Association of American Colleges and endorsed by 121 other professional and educational organizations.

The large number of removals this year testify to an increasing determination, at a wide variety of institutions, to adhere to AAUP principles, according to Jordan E. Kurland, staff director of AAUP's Committee A on Academic Freedom and Tenure. "The authorities at all six institutions agreed to reinstatement or acceptable financial payment for professors whose services were terminated in violation of these principles. They agreed to changes in official policies in accordance with these principles that will serve to prevent future violations."

"Administrators and faculty leaders at the six institutions merit commendation for seeing these salutary developments through," Kurland added, "as do the members of our staff." "The real key to these successes, however, rests with the principles themselves, their integrity and the respect that they command," he said.

Censure, in each instance, was based on a detailed report prepared by an ad hoc investigating committee and published with Committee A's approval in AAUP's journal, Academe. The texts of the specific recommendations concerning censure, as presented by Committee A and acted upon by the AAUP's Annual Meeting, are attached.

McKENDREE COLLEGE (ILLINOIS)

The administration of McKendree College was placed on the Association's list of Censured Administrations by vote of the Fifty-Ninth Annual Meeting in 1973. The censure was based on an investigating committee's report which found that a nontenured faculty member had been dismissed prior to the expiration of his appointment without having been afforded basic safeguards of academic due process. The report also found that the administration's reasons for dismissing the faculty member, relating to his interest in student rights, raised questions about conditions for academic freedom at McKendree College.

Subsequent to the dismissal, the board of trustees adopted Committee A's Recommended Institutional Regulations on Academic Freedom and Tenure. The college policies have continued to conform to Association-supported standards.

Early in the 1986-87 academic year, the college administration reached a financial settlement with the dismissed faculty member. A representative of the Association visited McKendree College at the end of April and met with senior administrative officers, with faculty leaders, and many other members of the faculty. He has reported favorably on the current climate for academic freedom at McKendree College. Officers of the Illinois Conference of the Association have also spoken positively about current conditions at the college.

Committee A recommends to the Seventy-Third Annual Meeting that McKendree College be removed from the Association's list of Censured Administrations.

June 15-16, 1987

TENNESSEE WESLEYAN COLLEGE

The published report on Tennessee Wesleyan College, the basis of censure by the 1971 Annual Meeting, concluded that a tenured professor was dismissed without a statement of adequate cause and without having been afforded basic elements of academic due process. Prior to the imposition of the censure, the college's regulations had been revised to bring them into substantial accord with Association-supported standards.

The issue of redress to the dismissed faculty member, raised with successive college administrations, remained unresolved until recently. Presidents of the college referred alternately to a difficult financial situation and to considerations shown to the professor, such as extending the effective date of termination, after the decision to dismiss her. Last year, however, the current president agreed that the Association's staff might approach the professor, who is now retired, to explore the possibility of a mutually acceptable resolution. This past fall, with the approval of the board of trustees, a modest financial payment was offered to the professor, and she accepted it as settlement of the dispute.

The regulations of Tennessee Wesleyan College continue to conform with the Association's recommended standards in all significant respects. An Association representative recently visited the college and met with administrative and faculty officers. He reported that faculty morale seemed high and that his general impressions were entirely favorable. Officers of the Association's Tennessee Conference have been kept informed of developments and have voiced no concerns.

Committee A recommends to the Seventy-Third Annual Meeting that Tennessee Wesleyan College be removed from the Association's list of Censured Administrations.

June 15-16, 1987

JACKSON STATE UNIVERSITY (MISSISSIPPI)

Committee A made the following statement regarding Jackson State University to the 1986 Annual Meeting:

The report of the investigating committee describes the termination of the appointment of an instructor who was completing her sixteenth year of continuous full-time service at Jackson State University. The administration informed her that it released her because of a declaration of financial exigency at the university by the Mississippi Board of Trustees for Institutions of Higher Learning.

The policy of the Mississippi board for the institutions under its jurisdiction does not permit faculty members holding the rank of instructor to obtain tenure but instead allows them to serve indefinitely on annual term appointments renewable at the administration's pleasure. The investigating committee emphasized that this policy is incompatible with the provisions of the 1940 Statement of Principles on Academic Freedom and Tenure. The committee found that the instructor, because of the length of her service, should have been afforded the safeguards of academic due process that accrue with tenure and that the administration acted in violation of the 1940 Statement of Principles in terminating her appointment without providing these safeguards. The committee found that the administration also violated the 1940 Statement of Principles by not demonstrating that the university was in a condition of financial exigency warranting the termination of the instructor's appointment. A new administration provided the instructor with a belated hearing, two years after she was released, but the investigating committee found that the hearing, in which grounds for the action against the instructor were not established, was deficient under the provisions of Regulation 4(c) of the Association's Recommended Institutional Regulations on Academic Freedom and Tenure. Finally, the investigating committee, after observing that the policy of the Mississippi board is severely deficient in calling for only thirty days of notice to nontenured faculty members if they are to be released within the term of their appointments because of financial exigency, found that the Jackson State University administration flagrantly departed from the Association's recommended standards for notice in the instructor's case. It informed her in June that her appointment had terminated in May, thus failing to provide her with any notice at all.

This spring, after the investigating committee's report was sent to the principal parties at Jackson State University, the president of the local AAUP chapter met with the university president to discuss the possibility of a settlement with the instructor whose appointment was terminated. The Association's staff wrote to the administration last month, expressing hope that a settlement could be effected promptly. Last week the executive vice president informed the staff

that the administration had offered the instructor appointment to a half-time administrative position. Discussions on the precise terms of the appointment are at this time still in process.

Committee A has asked the staff to press for redress for the instructor and for assurance from the Jackson State University administration that key Association principles will henceforth be observed. Committee A makes no recommendation on Jackson State University to the Seventy-Second Annual Meeting. It will retain the matter on the agenda and will report back to the 1987 Annual Meeting.

The Association's staff and the president of the local AAUP chapter continued over the past year to work for resolution of the major issues of concern. Committee A can now report that the Jackson State University administration has offered to reinstate the instructor to her full-time faculty position and she has agreed to return. The president of the university has assured the staff that institutional policies which are deficient under AAUP-recommended standards are being seriously reviewed. He has expressed his own strong belief that no faculty member who has served beyond the probationary period of seven years should suffer termination of appointment without affordance of the protections of academic due process.

Committee A has asked the staff to remain in communication with the administration and the chapter about the policies that still call for correction and, since the deficiencies are largely statewide in nature, to communicate as well with a new executive director for the Mississippi board who is taking office. The Committee, which will be kept informed, is pleased to note the developments that have occurred and makes no recommendation regarding Jackson State University to the Seventy-Third Annual Meeting.

CENTRAL STATE UNIVERSITY (OHIO)

The investigating committee's report deals with the dismissal by the Central State University administration of two members of the faculty. The dismissals were effected, on very short notice, without stated cause and opportunity for a hearing. The first faculty member had served for nine years, which is in excess of the seven-year maximum period of probation permitted under the 1940 Statement of Principles on Academic Freedom and Tenure. The second faculty member, who had served for four years, had been informed just prior to his dismissal that the board of trustees approved his promotion in rank for the following year. The report accordingly concluded that both faculty members were dismissed in violation of the provisions on tenure set forth in the 1940 Statement of Principles.

The report concluded that the administration dismissed the first faculty member for his having participated in an action warranting protection under principles of academic freedom, thereby violating his academic freedom. In the case of the second faculty member, the report concluded that the administration dismissed him under circumstances suggesting strongly that his academic freedom may have been violated as well.

Under a collective bargaining agreement between the Central State administration and the local AAUP chapter which serves as the faculty's exclusive representative, negotiated after the two dismissals were effected, the university now subscribes to the Association's policy statements as published in AAUP's Policy Documents and Reports.

Following their dismissals, the two faculty members separately initiated litigation. In the case of the first faculty member, the administration agreed to an out-of-court settlement, shortly after the investigating committee's report was published and while trial was in process, at an

amount that had been previously proposed. In the second faculty member's case, which has not yet gone to trial, discussions which may lead to a settlement have taken place.

Committee A hopes that a mutually acceptable resolution of this remaining case will shortly be achieved. The Committee makes no recommendation concerning Central State University to the Seventy-Third Annual Meeting. It will retain the matter on its agenda and will report back to the Annual Meeting in 1988.

SOUTHERN NAZARENE UNIVERSITY (OKLAHOMA)

The report of the investigating committee deals with actions by the Southern Nazarene University administration to terminate the appointments of six professors, five of whom had served beyond the seven years of probation permitted by the 1940 Statement of Principles on Academic Freedom and Tenure, on stated grounds relating to the university's financial condition. The president of the university subsequently informed the Association's staff that, while the actions against the professors were based primarily on financial considerations, the administration had cause bearing on personal and professional fitness in specific cases for acting as it did (and indeed in two cases would have acted whatever the financial situation), but that it was withholding the "individual reasons" for dismissing them out of a concern "to protect them and their reputations."

The investigating committee concluded that the regulations governing faculty appointments at Southern Nazarene University, which provide no maximum period of probation and accordingly allow faculty members to serve throughout their careers on term contracts renewable at the pleasure of the administration, are severely deficient when measured against the provisions of the 1940 Statement of Principles.

The investigating committee further concluded that the administration, in terminating the appointments of professors with over seven years of service, and in doing so in part or in whole on stated grounds of financial considerations, violated the 1940 Statement by failing to demonstrate that the actions were necessitated by financial exigency.

Finally, the investigating committee concluded that the administration, in acting against some of these professors in part or in whole on unexplained and unsubstantiated grounds bearing on their personal and professional fitness, without identifying who was alleged to have done what, inflicted summary dismissals on them violative of the 1940 Statement of

Principles; the committee found that the president's unsubstantiated indictments of this group of professors--in which everyone and no one stood accused of highly severe offenses and deficiencies--served to besmirch the reputations of the entire group while denying all of them the elementary safeguards of academic due process.

Committee A recommends to the Seventy-Third Annual Meeting that Southern Nazarene University be placed on the Association's list of Censured Administrations.

MORGAN STATE UNIVERSITY (MARYLAND)

The investigating committee's report concerns the termination of the appointments of several tenured professors at Morgan State University on grounds related to action purportedly taken by the Maryland General Assembly concerning the size of the university faculty.

The investigating committee found that the administration took these actions on the basis of declining student enrollments following the state legislature's reduction of full-time faculty positions at Morgan State University. The committee recognized that student enrollment had fallen sharply at the university, but it found that the directive from the legislature did not compel the termination of tenured faculty appointments. The committee found that means less drastic than the release of tenured faculty members could have been, but were not, taken in order to achieve the desired reduction in faculty positions. The committee concluded that the administration, in terminating the appointments of tenured faculty members in the absence of a demonstrated financial exigency or the discontinuance of academic programs, acted in violation of the 1940 Statement of Principles on Academic Freedom and Tenure and in disregard of the Association's Recommended Institutional Regulations on Academic Freedom and Tenure.

In determining both that tenured faculty appointments should be terminated and where within the overall academic program termination of appointments would occur, the administration was found to have acted without meaningful faculty involvement. The investigating committee concluded that the administration thereby disregarded applicable principles of academic government set forth in the Statement on Government of Colleges and Universities and in the Association's Recommended Institutional Regulations.

The investigating committee also found that criteria for releasing

tenured faculty members in favor of retaining nontenured faculty members with additional formal credentials, set forth in policies adopted by the Morgan State University board of regents, are unacceptable under the 1940 Statement of Principles and the Association's Recommended Institutional Regulations. The committee concluded that the administration of Morgan State University, by employing these criteria in terminating tenured faculty appointments, thus acted in additional violation of the 1940 Statement of Principles and disregard of the Recommended Institutional Regulations.

The Morgan State University professors who contested the termination of their tenure were able to be heard only by a faculty body appointed by the president, who rendered the final decision. Moreover, the scope of review was severely limited, and the burden of proof rested with the affected professors. The investigating committee concluded, accordingly, that the professors were denied the safeguards of academic due process called for in the Association's Recommended Institutional Regulations.

Committee A recommends to the Seventy-Third Annual Meeting that Morgan State University be placed on the Association's list of Censured Administrations.

June 15-16, 1987

THE CATHOLIC UNIVERSITY OF PUERTO RICO

The report of the Association's investigating committee describes action by the administration of the Catholic University of Puerto Rico to suspend and then to dismiss a tenured professor, without any severance salary, once it was informed that she had remarried in a civil ceremony after a previous Catholic marriage had ended, thirteen years earlier, in civil divorce. The administration justified its action by stating that faculty members at the university, which was canonically established by the Holy See, must adhere even in their private lives to the laws of the church, under which the professor's marital life following her civil remarriage was considered to be sinful. At the time of her initial appointment she was warned orally of this constraint but she states that she explicitly refused to acquiesce in it.

The investigating committee concluded that the administration, by suspending the professor without any evidence that her continuance threatened immediate harm to herself or to her students, acted in disregard of the applicable provisions of the 1958 Statement on Procedural Standards in Faculty Dismissal Proceedings.

Following her suspension, the professor was afforded a hearing before a presidentially-appointed examiner, who upheld the administration's position that her civil remarriage constituted unacceptable conduct warranting dismissal. The president then notified the professor that he was recommending her dismissal to the board of trustees. The investigating committee concluded that the administration, in moving to dismiss the professor for reasons unrelated to her fitness as a teacher or researcher, acted in disregard of the applicable provisions of the Association's Recommended Institutional Regulations on Academic Freedom and Tenure.

The investigating committee found that the professor was at no time provided with an opportunity to contest the administration's actions before

a duly constituted faculty hearing committee, or before the board of trustees. The committee concluded that the administration and the board thereby acted in violation of the provision in the 1940 Statement of Principles on Academic Freedom and Tenure that the accused faculty member has the right to be heard by all bodies passing judgment on the case.

The investigating committee found that the administration's actions against the professor were based on sweeping religious norms not demonstrably related to professional performance. This action invaded her privacy and constituted a violation of her personal rights and freedom. The unpredictable reach of the religious norms to which faculty members are subject creates a constant threat to academic freedom at the university.

Committee A recommends to the Seventy-Third Annual Meeting that the Catholic University of Puerto Rico be placed on the Association's list of Censured Administrations.

TENNESSEE STATE UNIVERSITY

The investigating committee's report describes actions taken against a probationary faculty member in the School of Engineering and Technology at Tennessee State University. These actions, taken principally by the school's dean, included interference with the instructor's grading of his students and, after the faculty member was placed on notice of nonreappointment, intrusion into and disruption of one of his classes, his suspension from teaching the class for the rest of the semester, and indeed his being required to continue to go to the class, as if he were a student, to listen to his replacement.

The investigating committee concluded that the administration of the School of Engineering exceeded its proper authority and infringed upon the instructor's prerogatives by repeatedly interfering with his grading. The committee concluded that the school administration acted contrary to the applicable provisions of the 1958 Statement on Procedural Standards in Faculty Dismissal Proceedings when it suspended the faculty member from teaching one of his courses without demonstrating adequate cause. The committee further concluded that the school administration, in its conduct immediately preceding and surrounding the suspension, acted in a manner that stifles academic freedom, not only for the faculty member directly affected but for all faculty members under the administration's jurisdiction. Finally, the investigating committee concluded that the School of Engineering administration's actions in this faculty member's case reflected an ongoing pattern of abusive conduct, detrimental to academic freedom in the school, for which the central administration of Tennessee State University must bear responsibility.

Two months ago, when the investigating committee's report was being prepared for publication, an interim president, who had taken office after the events discussed in the report, was selected to be the university's

regular president. Two weeks ago he announced that the dean of the School of Engineering and Technology was not being retained in his administrative position.

The faculty member whose case was the subject of the investigating committee's report initiated litigation over a year ago in federal district court. The magistrate assigned to the case has made a recommendation to the court adverse to the faculty member, but the judge has not yet ruled on the matter. The Association's staff has broached the possibility with the new president of reaching a resolution with the faculty member.

Committee A makes no recommendation on Tennessee State University to the Seventy-Third Annual Meeting. It will retain the case on its agenda and report again to the 1988 Annual Meeting.

HUSSON COLLEGE (MAINE)

The report of the investigating committee is concerned with the action taken by the administration of Husson College to terminate the services of a professor in his sixth year of full-time service at the college following five years of credited prior service elsewhere. The professor, who had held a concurrent appointment as a division head and had clashed repeatedly with the president over issues of academic and administrative policy, alleged that considerations violative of his academic freedom had contributed significantly to the administration's decision. The administration stated that its action was necessitated by financial difficulties and the resulting need to eliminate a faculty position in the professor's department. Before the professor's appointment expired, the unexpected departure of a senior colleague created a vacancy in the department which, the investigating committee found, the professor was fully qualified to fill. The administration did not offer the position to him, however, but instead advertised for and recruited a new appointee.

The investigating committee concluded that the affected professor had served beyond the maximum probationary period permitted under the 1940 Statement of Principles on Academic Freedom and Tenure and was accordingly entitled to, but did not receive, the procedural protections associated with tenure when the administration moved to terminate his services. The Husson College policies on tenure, the investigating committee concluded, depart fundamentally from the 1940 Statement of Principles in failing to set a maximum period for probationary service.

The investigating committee further concluded that the administration, viewing the professor as a probationary faculty member and faced with his allegation that his services were being terminated for reasons violative of academic freedom, did not provide him with the procedural protections to which probationary faculty members are entitled under the

Association's Recommended Institutional Regulations on Academic Freedom and Tenure.

The investigating committee concluded, finally, that strong prima facie evidence exists that the administration declined to retain the professor in a faculty position because of expressed disagreements with the administration that a college faculty member should be free to voice.

Committee A recommends to the Seventy-Third Annual Meeting that Husson College be placed on the Association's list of Censured Administrations.

June 15-16, 1987

SOUTHERN UNIVERSITY (LOUISIANA)

The Fifty-Fourth Annual Meeting in 1968 imposed censure on the administration of Southern University. The action was based on an investigating committee's report describing the administration's actions against a probationary faculty member in his second year of service. The faculty member was suspended from his academic duties and barred from his studio for the remainder of his term of appointment without a statement of cause and opportunity for a hearing. The investigating committee concluded that the administration had violated the 1940 Statement of Principles on Academic Freedom and Tenure in summarily dismissing him.

In 1972, under a different administration, two professors were summarily dismissed after they had spoken out against the administration on the day following the tragic deaths by gunfire of two Southern University students. The Association's calls upon the administration and the governing board that year to rescind the dismissals were to no avail.

Over the ensuing years, the Association's staff corresponded with successive administrations at Southern University about the need for redress in the three cases of dismissal and about serious defects in the official university policies relating to academic freedom and tenure. Major defects in the policies remained uncorrected, however, and the issues of redress remained unresolved.

During the 1985-86 academic year a new chancellor at Southern University approached the Association's staff to determine what steps needed to be taken to effect the removal of the censure. With support from the local AAUP chapter, detailed discussions commenced on revising provisions in the Faculty Handbook to bring them into accord with Association-supported standards. Specific recommendations from the staff led to new draft language defining probationary service and tenure in accordance

with the 1940 Statement, providing requisite procedural safeguards in cases of nonreappointment and of termination of tenure, assuring adequate notice, and affording expanded opportunity for having grievances heard. While this work was in process, discussions among the staff, the administration, and the professors who were dismissed in earlier years led to agreement in principle on settlements of these cases.

Last month, with new policies acceptable to the administration and to faculty representatives ready for adoption, a member of the Association's staff upon the chancellor's invitation attended meetings of the Board of Supervisors of Southern University at which the revised policies received favorable consideration. The text of a new edition of the Faculty Handbook, about to be published, reflects the Association's recommendations without exception.

Last week the Association received checks at the agreed amounts from Southern University for forwarding to the three dismissed professors in settlement of their cases. Additionally, last week a representative of the Association visited the university and met with officers of the administration, the faculty senate, and the AAUP chapter. He has reported positively on current conditions bearing on academic freedom and tenure.

Committee A recommends to the Seventy-Third Annual Meeting that Southern University be removed from the Association's list of Censured Administrations.

GOUCHER COLLEGE (MARYLAND)

The 1983 Annual Meeting placed Goucher College on the Association's list of Censured Administrations following an investigating committee's report on the case of a tenured professor whose appointment was terminated on grounds of financial exigency. The investigating committee concluded that the administration acted in violation of the 1940 Statement of Principles on Academic Freedom and Tenure in terminating the professor's appointment without meeting the burden of establishing, in an adjudicative hearing, either that adequate cause for its action existed or that the action was mandated by financial exigency.

In November 1986, members of the Association's staff went to Goucher College at the invitation of the presidents of the college and of the local AAUP chapter to discuss requisite steps which could lead to removal of the censure. The meeting produced broad agreement on securing policy governing financial exigency and on the issue of redress for the professor whose appointment was terminated. The staff members subsequently met with an elected faculty committee, charged with formulating revised policy, and recommended specific revisions that would bring the financial exigency policy into conformity with Association-supported standards. Throughout the spring the staff continued in regular contact with the administration, the faculty committee, and the local chapter, and assisted with successive revisions in the proposed policy. All of the revisions recommended by the staff were subsequently approved by the administration and accepted by the college's faculty, and early this month the new policy on financial exigency and termination of appointments, consistent with that set forth in Committee A's Recommended Institutional Regulations on Academic Freedom and Tenure, was approved by the executive committee of the board of trustees. Other Goucher College policies relating to academic freedom and tenure substantially comport with Association-supported standards.

With regard to redress, the administration has provided a monetary offer to the professor, now teaching at another institution. She has informed the staff that it is acceptable to her as full settlement of her case.

An Association representative visited Goucher College last week and met with officers of the administration and the faculty. He has reported favorably on current conditions.

Committee A recommends to the Seventy-Third Annual Meeting that Goucher College be removed from the Association's list of Censured Administrations.

June 15-16, 1987

MOREHEAD STATE UNIVERSITY (KENTUCKY)

The investigating committee's report which led to the 1983 Annual Meeting's vote to censure the Morehead State University administration dealt with the nonreappointment of two probationary members of the faculty who were engaged in a dispute with their department head. The administration declined to provide them with its reasons for not reappointing them and declined to provide appropriate procedures for review of their allegation that the nonreappointment violated their academic freedom. The investigating committee concluded that there was a strong prima facie case, not dispelled by any institutional proceeding, that their academic freedom was violated. The committee also concluded that the administration denied the faculty members the safeguards of academic due process to which they were entitled under the Association's Statement on Procedural Standards in the Renewal or Nonrenewal of Faculty Appointments.

An interim president of Morehead State University, appointed for the 1986-87 academic year, informed the Association's staff promptly upon taking office that he was making the removal of the censure a top priority for his administration. He visited the Association's Washington office to confer with the staff about redress for the two faculty members and about requisite revisions in the university's regulations. The faculty members, neither of whom was interested in reinstatement, were offered and accepted monetary settlements. The interim president called upon the faculty senate to assist in revising the regulations in accordance with recommendations solicited from the Association's staff. The revisions, completed last month, include opportunity for a faculty member notified of nonreappointment to receive the reasons on request and to have the matter reviewed by a faculty body. Additional revisions include procedural safeguards associated with tenure to cover all full-time faculty members,

regardless of academic rank, who have served for over seven years, and bringing all procedures governing termination--dismissal for cause as well as terminations resulting from financial exigency or discontinuance of program--into full compliance with Association-recommended standards. The new policies were approved late last month by the university's board of regents.

A representative of the Association visited Morehead State University recently and met with members of the administration, officers of the faculty senate, and numerous other faculty members. In addition to meeting with the interim president, she met with the incoming president, whom she described as thoroughly familiar with what has transpired this year and committed to the new regulations. She noted that faculty morale is high.

Committee A recommends to the Seventy-Third Annual Meeting that Morehead State University be removed from the Association's list of Censured Administrations.

CLARK COLLEGE (GEORGIA)

The investigating committee's report that preceded censure of the Clark College administration dealt with the termination of the appointments of two tenured professors, the first on grounds of financial exigency and the second on the basis of "nonperformance issues" which the administration would not specify. In the first professor's case, the administration agreed to afford her a hearing, and the faculty hearing body recommended against termination. The administration initially declined to concur, but after the publication of the investigating committee's report a settlement was reached that led to her reinstatement. In the second professor's case, the administration continued to refuse to specify cause and provide opportunity for a hearing. The investigating committee concluded that the action against him constituted a summary dismissal, violative of the 1940 Statement of Principles on Academic Freedom and Tenure. Censure was imposed last year by the 1986 Annual Meeting.

Last November the president of Clark College notified the Association's staff that a settlement had been reached with the dismissed professor, and the professor confirmed that he has no further claims against the college. The president inquired as to procedures for achieving removal of the censure, whereupon the staff proposed a series of major revisions in the official college policies governing faculty appointments in order to bring them into compliance with applicable Association-supported standards. By late spring, agreement on a number of these revisions had been reached through correspondence. The president, who is leaving office at the end of this month, then came to Washington, accompanied by the academic vice president who will be serving as acting president, to review remaining differences with members of the staff. The result was the adoption of revised policies, confirmed by letter from the two administrative officers upon their return to the college, that comply with the Association's recommended standards in almost all significant respects.

An Association representative, visiting Clark College late last month, conferred with the administrative officers and held a meeting with the general faculty. A motion by a faculty member to request removal of the censure was adopted overwhelmingly. The representative has reported positively on current prospects for academic freedom and tenure at the college, as has the president of the local AAUP chapter. Officers of the Georgia Conference have been consulted and have voiced no concerns.

Committee A recommends to the Seventy-Third Annual Meeting that Clark College be removed from the Association's list of Censured Administrations.